

**Education Law Institute
2015
Tim Hill
Associate Deputy
Superintendent
Public School Finance**



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

	Appropriation ¹ 2014-2015			JFAC 2015-2016			\$ Change			% Change		
	Public Schools	IESDB	Total	Public Schools	IESDB	Total	Public Schools	IESDB	Total	Public Schools	IESDB	Total
1 REVENUES												
a. General Fund	\$1,366,298,500	\$8,299,900	\$1,374,598,400	\$1,467,405,500	\$8,378,500	\$1,475,784,000	\$101,107,000	\$78,600	\$101,185,600	7.4%	0.9%	7.4%
STATE DEDICATED REVENUE												
b. Endowment / Lands	\$31,292,400	\$128,400	\$31,420,800	\$32,758,800	\$150,000	\$32,908,800	\$1,466,400	\$21,600	\$1,488,000	4.7%	16.8%	4.7%
c. Miscellaneous	15,500,000	109,200	15,609,200	8,000,000	109,200	8,109,200	(7,500,000)	0	(7,500,000)	-48.4%	0.0%	-48.0%
d. Lottery Dividend / Interest on Cooperative Fund	18,820,000	0	18,820,000	17,250,000	0	17,250,000	(1,570,000)	0	(1,570,000)	-8.3%	NA	-8.3%
e. Bond Levy Equalization Fund	16,262,400	0	16,262,400	11,500,000	0	11,500,000	(4,762,400)	0	(4,762,400)	-29.3%	NA	-29.3%
f. Cigarette and Lottery Taxes	4,700,000	0	4,700,000	4,421,400	0	4,421,400	(278,600)	0	(278,600)	-5.9%	NA	-5.9%
TOTAL STATE DEDICATED REVENUE	\$86,574,800	\$237,600	\$86,812,400	\$73,930,200	\$259,200	\$74,189,400	(\$12,644,600)	\$21,600	(\$12,623,000)	-14.6%	9.1%	-14.5%
TOTAL STATE REVENUES	\$1,452,873,300	\$8,537,500	\$1,461,410,800	\$1,541,335,700	\$8,637,700	\$1,549,973,400	\$88,462,400	\$100,200	\$88,562,600	6.1%	1.2%	6.1%
g. FEDERAL REVENUES ¹	\$265,000,000	\$223,500	\$265,223,500	\$264,115,000	\$223,500	\$264,338,500	(\$885,000)	\$0	(\$885,000)	-0.3%	0.0%	-0.3%
TOTAL REVENUES	\$1,717,873,300	\$8,761,000	\$1,726,634,300	\$1,805,450,700	\$8,861,200	\$1,814,311,900	\$87,577,400	\$100,200	\$87,677,600	5.1%	1.1%	5.1%
2 STATUTORY EXPENDITURES												
a. Transportation	\$69,281,800	\$0	\$69,281,800	\$71,521,900	\$0	\$71,521,900	\$2,240,100	\$0	\$2,240,100	3.2%	NA	3.2%
b. Border Contracts	1,100,000	0	1,100,000	1,100,000	0	1,100,000	0	0	0	0.0%	NA	0.0%
c. Exceptional Contracts and Tuition Equivalents	5,065,600	0	5,065,600	5,065,600	0	5,065,600	0	0	0	0.0%	NA	0.0%
d. Salary-based Apportionment	781,570,700	0	781,570,700	226,108,500	0	226,108,500	(555,462,200)	0	(555,462,200)	-71.1%	NA	-71.1%
e. State-Paid Employee Benefits	148,363,900	0	148,363,900	42,992,800	0	42,992,800	(105,371,100)	0	(105,371,100)	-71.0%	NA	-71.0%
f. Career Ladder	0	0	0	703,764,800	0	703,764,800	703,764,800	0	703,764,800	NA	NA	NA
g. Review of Career Ladder Teacher Evaluations	0	0	0	300,000	0	300,000	0	0	300,000	NA	NA	NA
h. Leadership Awards / Premiums	15,800,000	0	15,800,000	16,062,700	0	16,062,700	262,700	0	262,700	1.7%	NA	1.7%
i. Teacher Incentive Award (Nat'l Bd Cert)	90,000	0	90,000	90,000	0	90,000	0	0	0	0.0%	NA	0.0%
j. Idaho Safe and Drug-Free Schools	2,534,300	0	2,534,300	4,421,400	0	4,421,400	1,887,100	0	1,887,100	74.5%	NA	74.5%
k. Bond Levy Equalization Support Program	19,600,000	0	19,600,000	19,400,000	0	19,400,000	(200,000)	0	(200,000)	-1.0%	NA	-1.0%
l. Charter School Facilities	2,100,000	0	2,100,000	4,200,000	0	4,200,000	2,100,000	0	2,100,000	100.0%	NA	100.0%
m. Idaho Digital Learning Academy	6,664,400	0	6,664,400	7,152,600	0	7,152,600	488,200	0	488,200	7.3%	NA	7.3%
n. School Facilities Funding (lottery)	12,570,000	0	12,570,000	17,250,000	0	17,250,000	4,680,000	0	4,680,000	37.2%	NA	37.2%
o. School Facilities Maintenance Match	1,716,000	0	1,716,000	5,485,000	0	5,485,000	3,769,000	0	3,769,000	219.6%	NA	219.6%
p. Advanced Opportunities	640,600	0	640,600	6,000,000	0	6,000,000	5,359,400	0	5,359,400	836.6%	NA	836.6%
q. High School Redesign - Math / Science	4,850,000	0	4,850,000	5,018,000	0	5,018,000	168,000	0	168,000	3.5%	NA	3.5%
r. Strategic Planning	326,000	0	326,000	652,000	0	652,000	326,000	0	326,000	100.0%	NA	100.0%
s. Mastery Based System Development	0	0	0	400,000	0	400,000	400,000	0	400,000	NA	NA	NA
t. Online Class Portal	0	0	0	150,000	0	150,000	150,000	0	150,000	NA	NA	NA
3 NON-STATUTORY EXPENDITURES												
a. Technology	10,400,000	0	10,400,000	13,000,000	0	13,000,000	2,600,000	0	2,600,000	25.0%	NA	25.0%
b. Wireless Infrastructure (Wi-Fi)	0	0	0	2,063,200	0	2,063,200	2,063,200	0	2,063,200	NA	NA	NA
c. Technology Pilot Projects	3,000,000	0	3,000,000	0	0	0	(3,000,000)	0	(3,000,000)	-100.0%	NA	-100.0%
d. IT Staffing	2,500,000	0	2,500,000	2,500,000	0	2,500,000	0	0	0	0.0%	NA	0.0%
e. Instructional Management System (IMS) Maintenance	4,500,000	0	4,500,000	3,596,000	0	3,596,000	(904,000)	0	(904,000)	-20.1%	NA	-20.1%
f. Student Achievement Assessments	1,703,500	0	1,703,500	1,703,500	0	1,703,500	0	0	0	0.0%	NA	0.0%
g. Math Initiative, Reading Initiative, Remediation	10,500,000	0	10,500,000	9,850,000	0	9,850,000	(650,000)	0	(650,000)	-6.2%	NA	-6.2%
h. Limited English Proficient (LEP)	4,000,000	0	4,000,000	4,000,000	0	4,000,000	0	0	0	0.0%	NA	0.0%
i. Administrative Evaluation	300,000	0	300,000	300,000	0	300,000	0	0	0	0.0%	NA	0.0%
j. Professional Development (Idaho Core, District Funding, and PD 360)	12,155,000	0	12,155,000	13,325,000	0	13,325,000	1,170,000	0	1,170,000	9.6%	NA	9.6%
k. Content and Curriculum	5,000,000	0	5,000,000	2,554,000	0	2,554,000	(2,446,000)	0	(2,446,000)	-48.9%	NA	-48.9%
4 FEDERAL EXPENDITURES	265,000,000	0	265,000,000	264,115,000	0	264,115,000	(885,000)	0	(885,000)	-0.3%	NA	-0.3%
5 IDAHO EDUCATIONAL SERVICES FOR THE DEAF & THE BLIND												
a. Campus	0	5,477,800	5,477,800	0	5,771,700	5,771,700	0	293,900	293,900	NA	5.4%	5.4%
b. Outreach	0	3,283,200	3,283,200	0	3,089,500	3,089,500	0	(193,700)	(193,700)	NA	-5.9%	-5.9%
TOTAL EXPENDITURES	\$1,391,331,800	\$8,761,000	\$1,400,092,800	\$1,454,142,000	\$8,861,200	\$1,463,003,200	\$62,810,200	\$100,200	\$62,910,400	4.5%	1.1%	4.5%
6 PUBLIC EDUCATION STABILIZATION FUNDS	\$0			\$0			\$0			NA		
7 NET STATE FUNDING	\$326,541,500			\$351,308,700			\$24,767,200			7.6%		
8 SUPPORT UNITS	14,577			14,719			142			1.0%		
9 DISTRIBUTION FACTOR (includes \$300 for Safe Environment Provisions)	\$22,401.15			\$23,868.00			\$1,466.85			6.5%		

¹ Includes FY 2015 Supplemental Request of \$50,000,000



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

Public Schools		Appropriation ¹ 2014-2015	JFAC 2015-2016	\$ Change	% Change
1	REVENUES				
a.	General Fund	\$1,366,298,500	\$1,467,405,500	\$101,107,000	7.4%
	STATE DEDICATED REVENUE				
b.	Endowment / Lands	\$31,292,400	\$32,758,800	\$1,466,400	4.7%
c.	Miscellaneous	15,500,000	8,000,000	(7,500,000)	-48.4%
d.	Lottery Dividend / Interest on Cooperative Fund	18,820,000	17,250,000	(1,570,000)	-8.3%
e.	Bond Levy Equalization Fund	16,262,400	11,500,000	(4,762,400)	-29.3%
f.	Cigarette and Lottery Taxes	4,700,000	4,421,400	(278,600)	-5.9%
	TOTAL STATE DEDICATED REVENUE	\$86,574,800	\$73,930,200	(\$12,644,600)	-14.6%
	TOTAL STATE REVENUES	\$1,452,873,300	\$1,541,335,700	\$88,462,400	6.1%
g.	FEDERAL REVENUES ¹	\$265,000,000	\$264,115,000	(\$885,000)	-0.3%
	TOTAL REVENUES	\$1,717,873,300	\$1,805,450,700	\$87,577,400	5.1%
2	STATUTORY EXPENDITURES				
a.	Transportation	\$69,281,800	\$71,521,900	\$2,240,100	3.2%
b.	Border Contracts	1,100,000	1,100,000	0	0.0%
c.	Exceptional Contracts and Tuition Equivalents	5,065,600	5,065,600	0	0.0%
d.	Salary-based Apportionment	781,570,700	226,108,500	(555,462,200)	-71.1%
e.	State-Paid Employee Benefits	148,363,900	42,992,800	(105,371,100)	-71.0%
f.	Career Ladder	0	703,764,800	703,764,800	NA
g.	Review of Career Ladder Teacher Evaluations	0	300,000	300,000	NA
h.	Leadership Awards / Premiums	15,800,000	16,062,700	262,700	1.7%
i.	Teacher Incentive Award (Nat'l Bd Cert)	90,000	90,000	0	0.0%
j.	Idaho Safe and Drug-Free Schools	2,534,300	4,421,400	1,887,100	74.5%
k.	Bond Levy Equalization Support Program	19,600,000	19,400,000	(200,000)	-1.0%
l.	Charter School Facilities	2,100,000	4,200,000	2,100,000	100.0%
m.	Idaho Digital Learning Academy	6,664,400	7,152,600	488,200	7.3%
n.	School Facilities Funding (lottery)	12,570,000	17,250,000	4,680,000	37.2%
o.	School Facilities Maintenance Match	1,716,000	5,485,000	3,769,000	219.6%
p.	Advanced Opportunities	640,600	6,000,000	5,359,400	836.6%
q.	High School Redesign - Math / Science	4,850,000	5,018,000	168,000	3.5%
r.	Strategic Planning	326,000	652,000	326,000	100.0%
s.	Mastery Based System Development	0	400,000	400,000	NA
t.	Online Class Portal	0	150,000	150,000	NA
3	NON-STATUTORY EXPENDITURES				
a.	Technology	10,400,000	13,000,000	2,600,000	25.0%
b.	Wireless Infrastructure (Wi-Fi)	0	2,063,200	2,063,200	NA
c.	Technology Pilot Projects	3,000,000	0	(3,000,000)	-100.0%
d.	IT Staffing	2,500,000	2,500,000	0	0.0%
e.	Instructional Management System (IMS) Maintenance	4,500,000	3,596,000	(904,000)	-20.1%
f.	Student Achievement Assessments	1,703,500	1,703,500	0	0.0%
g.	Math Initiative, Reading Initiative, Remediation	10,500,000	9,850,000	(650,000)	-6.2%
h.	Limited English Proficient (LEP)	4,000,000	4,000,000	0	0.0%
i.	Administrative Evaluation	300,000	300,000	0	0.0%
j.	Professional Development (Idaho Core, District Funding, and PD 360)	12,155,000	13,325,000	1,170,000	9.6%
k.	Content and Curriculum	5,000,000	2,554,000	(2,446,000)	-48.9%
4	FEDERAL EXPENDITURES	265,000,000	264,115,000	(885,000)	-0.3%
5	IDAHO EDUCATIONAL SERVICES FOR THE DEAF & THE BLIND				
a.	Campus	0	0	0	NA
b.	Outreach	0	0	0	NA
	TOTAL EXPENDITURES	\$1,391,331,800	\$1,454,142,000	\$62,810,200	4.5%
6	PUBLIC EDUCATION STABILIZATION FUNDS	\$0	\$0	\$0	NA
7	NET STATE FUNDING	\$326,541,500	\$351,308,700	\$24,767,200	7.6%
8	SUPPORT UNITS	14,577	14,719	142	1.0%
9	DISTRIBUTION FACTOR (includes \$300 for Safe Environment Provisions)	\$22,401.15	\$23,868	\$1,466.85	6.5%

¹ Includes FY 2015 Supplemental Request of \$50,000,000



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

FY 2016 Public School Appropriation Bills:

- Identify the amounts from various state sources that will be distributed or expended for the period July 1, 2015, through June 30, 2016.
- Appropriate funds to the Division of Administrators, Teachers, Operations, Children's Programs, Facilities, Central Services, and the Educational Services for the Deaf and the Blind.
- Transfer General Fund and Cigarette and Lottery Taxes and appropriate the amount necessary to fund the Bond Levy Equalization Support Program.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

FY 2016 Public School Appropriation Bills:

- Define the term "**distributed**" to mean moneys that are transferred to school districts and public charter schools with no funds withheld for any other contract or administrative costs. (State & Local revenue \$1,525,550,000, 99%)
- Define the term "**expended**" to mean moneys that pay for the cost of contracts that provide services to school districts, public charter schools or students, or pay for the State Department of Education's cost of administering the programs for which the moneys are allocated. (State & Local revenue \$15,785,700, 1%)



HO 296

Career Ladder

SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS.

- (2) "Administrative staff" means those who hold an administrator certificate and are employed as a superintendent, an elementary or secondary school principal, or are assigned administrative duties over and above those commonly assigned to teachers.
- (4) "Career ladder" means the compensation table used for determining the allocations districts receive for instructional staff based on specific performance criteria and is made up of a residency compensation rung and a professional compensation rung.
- (5) "Compensation rung" means the rung on the career ladder that corresponds with the compensation level performance criteria.
- (10) "Instructional staff" means **those involved in the direct instruction of a student or group of students** and who hold an Idaho certificate issued under section 33-1201, Idaho Code.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS.

(12) "Measurable student achievement" means the measurement of student academic achievement or growth within a given interval of instruction for those students who have been enrolled in and attended eighty percent (80%) of the interval of instruction. Measures and targets shall be chosen at the district level in collaboration with the teacher and applicable district staff. Assessment tools that may be used for measuring student achievement and growth include:

- (a) Idaho standards achievement test;
- (b) Student learning objectives;
- (c) Formative assessments;
- (d) Teacher-constructed assessments of student growth;
- (e) Pre- and post-tests;
- (f) Performance based assessments;
- (g) Idaho reading indicator;
- (h) College entrance exams such as PSAT, SAT and ACT;
- (i) District adopted assessment;
- (j) End of course exams;
- (k) Advance placement exams; and
- (l) Professional-technical exams.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 1. That Section 33-1001, Idaho Code, be, and the same is hereby amended to read as follows:

33-1001. DEFINITIONS.

(13) "Performance criteria" means the standards specified for instructional staff to demonstrate teaching proficiency for a given compensation rung.

(14) "Professional compensation rung performance criteria" means:

- a) An overall rating of proficient and no components rated as unsatisfactory on the state framework for teaching evaluation; and
- b) Demonstrating the majority of their students have met their measurable student achievement targets.

(16) "Pupil service staff" means those who provide services to students but **are not involved in direct instruction of those students**, including staff holding a pupil personnel services certificate.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 2. That Section 33-1002, Idaho Code, be, and the same is hereby amended to read as follows:

33-1002. EDUCATIONAL SUPPORT PROGRAM.

(2)(r) For [master teacher premiums](#) as provided in section 33-1004I, Idaho 18 Code;

SECTION 15. The provisions of [Sections 2, 9 and 10](#) of this act **shall be in full force and effect on and after July 1, 2019**. The provisions of Section 5 of this act shall be null, void and of no force and effect on and after June 30, 2020. The provisions of Section 6 of this act shall be in full force and effect on and after July 1, 2020.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 3. That Section 33-1004, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004. STAFF ALLOWANCE.

(2) Determine the [instructional staff allowance](#) by multiplying the support units by [1.4021](#). A district must demonstrate that it actually employs the number of certificated instructional staff allowed, except as provided in subsection ~~(56)~~(f) and (g) of this section. If the district does not employ the number allowed, the staff allowance shall be reduced to the actual number employed, except as provided in subsection ~~(56)~~(f) and (g) of this section;

(3) Determine the [pupil service staff allowance](#) by multiplying the support units by [0.079](#);



HO 308

Charter School Staff Allowance

SECTION 3. That Section 33-5208, Idaho Code, be, and the same is hereby amended to read as follows:

33-5208. PUBLIC CHARTER SCHOOL FINANCIAL SUPPORT.

(6) Payment schedule. A public charter school shall comply with all applicable fiscal requirements of law, except that the following provisions shall not be applicable to public charter schools: that portion of section 33-1004, Idaho Code, relating to reduction of the administrative and instructional staff allowance and the pupil service staff allowance when there is a discrepancy between the number allowed and the number actually employed; and section 33-1004E, Idaho Code, for calculation of district staff indices.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 4. That Section 33-1004A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004A. EXPERIENCE AND EDUCATION MULTIPLIER.

(1) Each instructional pupil service and administrative staff position shall be assigned an appropriate multiplier based upon the following table:

(2) In determining the experience factor, the actual years of certificated service for pupil service staff, or teaching ~~or~~ and administrative service for administrator certificate holders in a public school, in an accredited private or parochial school, or beginning in the 2005-06 school year and thereafter in an accredited college or university shall be credited.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 4. That Section 33-1004A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004A. EXPERIENCE AND EDUCATION MULTIPLIER.

(3) In determining the education factor, only credits earned after initial certification, based upon a transcript on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education ~~or a regional accrediting association~~, shall be allowed; however, successful completion of a state approved evaluation training and proof of proficiency shall be counted as up to three (3) transcribed credits for determination of the education factor and meeting recertification requirements. ~~Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education factor.~~

~~In determining the statewide average multiplier for instructional staff, no multiplier in excess of 1.59092 shall be used. If the actual statewide average multiplier for instructional staff, as determined by this section, exceeds 1.59092, then each school district's instructional staff multiplier shall be multiplied by the result of 1.59092 divided by the actual statewide average multiplier for instructional staff.~~



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Career Ladder

SECTION 4. That Section 33-1004A, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004A. EXPERIENCE AND EDUCATION MULTIPLIER.

(5) Notwithstanding any other law to the contrary, on and after July 1, 2016, pupil service staff shall be deemed instructional staff for purposes of sections 33-1004B and 33-1004I, Idaho Code.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1) Effective July 1, 2015, all existing instructional staff shall be placed in a cohort on the career ladder starting with the second cell on the residency/professional compensation rung that corresponds with the next higher allocation amount than is currently received by the district, based on the experience and education index pursuant to section 33-1004A, Idaho Code, as applied in fiscal year 2015. For each year between July 1, 2015, and June 30, 2019, those instructional staff will move one (1) cell on the career ladder for each year they are employed by a district and meet the applicable performance criteria for the compensation rung and implementation year,...



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Career Ladder

EXPERIENCE AND EDUCATION MULTIPLIER TABLE

Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	1.00000	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730
1	1.03750	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410
2	1.07640	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260
3	1.11680	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290
4	1.15870	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510
5	1.20220	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930
6	1.24730	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550
7	1.29410	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380
8	1.34260	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430
9	1.39290	1.44510	1.49930	1.55550	1.61380	1.67430	1.73710
10	1.39290	1.49930	1.55550	1.61380	1.67430	1.73710	1.80220
11	1.39290	1.49930	1.55550	1.61380	1.73710	1.80220	1.86980
12	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	1.93990
13 or more	1.39290	1.49930	1.55550	1.61380	1.73710	1.86980	2.01260



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

BASE SALARY \$23,354 MINIMUM SALARY \$31,750

2014-2015 Year	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36
				BA+36	BA+48	BA+60	ES/DR
0	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
1	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
2	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
3	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530
4	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749
5	\$31,750	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015
6	\$31,750	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327
7	\$31,750	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689
8	\$31,750	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102
9	\$32,530	\$33,749	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568
10	\$32,530	\$35,015	\$36,327	\$37,689	\$39,102	\$40,568	\$42,089
11	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$42,089	\$43,667
12	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$45,304
13 or more	\$32,530	\$35,015	\$36,327	\$37,689	\$40,568	\$43,667	\$47,002



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Career Ladder

2015-2016 Career Ladder Placement	2014-2015 Index	2014-2015 Salary Apportionment	2015-2016 Salary Apportionment
Res/Prof 1	NA	NA	\$32,700.00
Res/Prof 2	1.00000 to 1.34260	\$31,750.00	\$33,200.00
Res/Prof 3	1.39290	\$32,530.00	\$33,822.00
Prof 1	1.44510	\$33,749.00	\$35,498.00
Prof 2	1.49930	\$35,015.00	\$36,885.00
Prof 3	1.55550	\$36,327.00	\$38,311.00
Prof 4	1.61380	\$37,689.00	\$39,775.00
Prof 5	1.67430	\$39,102.00	\$41,282.00
Prof 6	1.73710	\$40,568.00	\$42,089.00
Prof 7	1.80220	\$42,089.00	\$43,668.00
Prof 8	1.86980	\$43,667.00	\$45,305.00
Prof 9	1.93990	\$45,304.00	\$47,004.00
Prof 10	2.01260	\$47,002.00	\$47,603.00

Res/Prof 1 for first year Instructional staff beginning in 2015-2016



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(a) Instructional staff who are in their **first year** of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter, for up to three (3) years, at which point they will remain in the third cell of the residency rung **until they earn a professional endorsement.**

(b) Instructional staff **new to teaching in Idaho** who hold a certificate from a state other than Idaho and who are approved to teach in Idaho will be placed into the cohort of instructional staff on the career ladder table equivalent to their experience and education pursuant to section 33-1004A, Idaho Code, **as applied in fiscal year 2015.**



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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(c) **In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff holding a professional endorsement who have acquired additional education and meet the professional compensation rung performance criteria.** In determining the additional education allocation amount, only credits and degrees earned based upon a transcript on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or other work experience approved by the state board of education, shall be credited toward the education allocation. Education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)(c)(i), (ii), (iii), (iv), and (v)

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
For instructional staff holding a professional endorsement and a baccalaureate degree and twenty-four (24) or more credits	\$400	\$800	\$1,200	\$1,600	\$2,000
For instructional staff holding a professional endorsement and a master degree	\$700	\$1,400	\$2,100	\$2,800	\$3,500



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (1)

(d) Effective July 1, 2015, through June 30, 2016, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$32,700	\$33,200	\$33,822							
Professional	\$35,498	\$36,885	\$38,311	\$39,775	\$41,282	\$42,089	\$43,668	\$45,305	\$47,004	\$47,603

(e) Effective July 1, 2016, through June 30, 2017, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$33,400	\$34,250	\$35,117							
Professional	\$37,249	\$38,758	\$39,546	\$41,113	\$41,961	\$43,591	\$44,503	\$46,201	\$47,183	\$48,202

(f) Effective July 1, 2017, through June 30, 2018, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$34,600	\$35,500	\$36,411							
Professional	\$38,999	\$40,630	\$41,155	\$42,825	\$43,391	\$45,102	\$45,711	\$47,467	\$48,122	\$48,802



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (2) Effective [July 1, 2018, through June 30, 2019](#), school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder.

(a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

(b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the compensation rung performance criteria for the previous three (3) years.**

Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for the previous three (3) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (2)

(c) Effective July 1, 2018, through June 30, 2019, the allocation shall be:

Base Allocation	1	2	3	4	5	6	7	8	9	10
Residency / Professional	\$35,800	\$36,750	\$37,706							
Professional	\$40,750	\$42,503	\$42,765	\$44,538	\$44,820	\$46,614	\$46,918	\$48,734	\$49,061	\$49,401



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (3) Effective July 1, 2019, through June 30, 2020, school districts shall receive an allocation for instructional staff based on the instructional staffs' position on the career ladder as follows:

- (a) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.
- (b) Instructional staff previously placed within a cohort shall continue to move one (1) cell on the applicable rung with their cohort **unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years**. Allocations to districts for instructional staff who have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years shall be the same as the previous fiscal year. This also applies to the educational allocation.



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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (3)

(c) Effective July 1, 2019, through June 30, 2020, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency/ Professional	\$37,000	\$38,000	\$39,000		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 5. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (4) *A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation.* The state department of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff employee evaluations shall be independently reviewed. The state department of education shall appoint persons to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. The state department of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 6. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. School districts shall receive an allocation for instructional staff based on their instructional staffs' position on the career ladder as follows:

- (1) Instructional staff who are in their first year of holding a certificate shall be placed in the first cell of the residency compensation rung and shall move one (1) cell on the residency compensation rung for each year they hold a certificate thereafter for up to three (3) years, at which point they will remain in the third cell of the residency rung until they earn a professional endorsement.
- (2) Instructional staff in their first year of holding a professional endorsement shall be placed in the first cell of the professional compensation rung.

Effective July 1, 2020



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Career Ladder

SECTION 6. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER.

(3) Instructional staff on the professional compensation rung with four (4) years of experience shall move one (1) cell on the professional compensation rung unless they have failed to meet the professional compensation rung performance criteria for three (3) of the previous four (4) years. Instructional staff on the professional compensation rung who meet the performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall move one (1) cell. Allocations for instructional staff who do not meet the professional compensation rung performance criteria for three (3) of the previous five (5) years, one (1) of which must be during the fourth or fifth year, shall remain at the previous fiscal year allocation level. This also applies to the educational allocation.

Effective July 1, 2020



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 6. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER.

(4) In addition to the allocation amount specified for the applicable cell on the career ladder, school districts shall receive an additional allocation amount for instructional staff holding a professional endorsement who have acquired additional education and meet the professional compensation rung performance criteria. In determining the additional education allocation amount, only transcribed credits and degrees on file with the teacher certification office of the state department of education, earned at an institution of higher education accredited by a body recognized by the state board of education or credits earned through an internship or work experience approved by the state board of education, shall be allowed. All credits and degrees earned must be in a relevant pedagogy or content area as determined by the state department of education.

Additional education allocation amounts are not cumulative. Instructional staff whose initial certificate is an occupational specialist certificate shall be treated as BA degree prepared instructional staff. Credits earned by such occupational specialist instructional staff after initial certification shall be credited toward the education allocation. Additional allocations are:

- (a) For instructional staff holding a professional endorsement, a baccalaureate degree and twenty-four (24) or more credits, two thousand dollars (\$2,000) per fiscal year.
- (b) For instructional staff holding a professional endorsement and a master degree, three thousand five hundred dollars (\$3,500) per fiscal year.

Effective July 1, 2020



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 6. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER. (3)

(c) Effective July 1, 2020, the allocation shall be:

Base Allocation	1	2	3	4	5
Residency / Professional	\$37,000	\$38,000	\$39,000		
Professional	\$42,500	\$44,375	\$46,250	\$48,125	\$50,000

Effective July 1, 2020



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 6. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW SECTION, to be known and designated as Section 33-1004B, Idaho Code, and to read as follows:

33-1004B. CAREER LADDER.

(5) A review of a sample of evaluations completed by administrators shall be conducted annually to verify such evaluations are being conducted with fidelity to the state framework for teaching evaluation. The state department of education shall randomly select a sample of administrators throughout the state. A portion of such administrators' instructional staff employee evaluations shall be independently reviewed. The state department of education shall appoint persons to conduct the reviews. Administrator certificate holders shall be required to participate in ongoing evaluation training pursuant to section 33-1204, Idaho Code. The state department of education shall report annually the findings of such reviews to the senate education committee, the house of representatives education committee, the state board of education and the deans of Idaho's approved teacher preparation programs. The state board of education shall promulgate rules implementing the provisions of this subsection.

Effective July 1, 2020



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Career Ladder

SECTION 7. That Section 33-1004C, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004C. BASE AND MINIMUM SALARIES -- LEADERSHIP PREMIUMS -- EDUCATION AND EXPERIENCE INDEX.

- (1) The following shall be reviewed annually by the legislature:
 - (a) The base salary figures pursuant to subsections (1.), (2.), and (3.) and (4) of section 33-1004E, Idaho Code;
 - (b) The minimum instructional salary figure pursuant to subsection (1.) of section 33-1004E, Idaho Code;



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT. Each district shall be entitled to a salary-based apportionment calculated as provided in this section.

(1.) To determine the apportionment for instructional staff, ~~first determine the district average experience and education index by placing all eligible district certificated instructional employees on the statewide index provided in section 33-1004A, take the amounts indicated on the career ladder table plus the amounts associated with the additional education allocation amounts pursuant to section 33-1004B, Idaho Code, and calculate the weighted average.~~ The resulting average is the district index. Districts with an index above the state average index shall receive their actual index but not more than the state average plus .03 for the 1994-95 school year, and shall receive their actual index but not more than the state average plus .06 for the 1995-96 school year, and thereafter shall receive their actual district index. The district instructional staff index shall be multiplied by the instructional base salary of \$23,354. The amount so determined shall be multiplied by the district staff allowance for instructional staff determined as provided in section 33-1004(2), Idaho Code. ~~The instructional salary allocation shall be further increased by the amount necessary for each full-time equivalent instructional staff member placed on the experience and education index to be allocated at least the minimum salary mandated by this section.~~



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

Weighted Average

FTE	Experience Education Index	Simple Average	Weighted Average
0.50	1.00000	1.00000	0.50000
1.00	1.61380	1.61380	1.61380
<hr/>			
1.50		2.61380	2.11380
		2.00	1.50
		1.30690	1.40920

FTE	Experience Education Index	Simple Average	Weighted Average
1.00	1.00000	1.00000	1.00000
0.50	1.61380	1.61380	0.80690
<hr/>			
1.50		2.61380	1.80690
		2.00	1.50
		1.30690	1.20460

FTE	Annual Salary	Simple Average	Weighted Average
0.50	\$45,000.00	\$45,000.00	\$22,500.00
1.00	\$60,000.00	\$60,000.00	\$60,000.00
<hr/>			
1.50		\$105,000.00	\$82,500.00
		2.00	1.50
		\$52,500.00	\$55,000.00

FTE	Annual Salary	Simple Average	Weighted Average
1.00	\$45,000.00	\$45,000.00	\$45,000.00
0.50	\$60,000.00	\$60,000.00	\$30,000.00
<hr/>			
1.50		\$105,000.00	\$75,000.00
		2.00	1.50
		\$52,500.00	\$50,000.00

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Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(1.) (cont.) **Full-time instructional staff salaries shall be determined from a salary schedule developed by each district and submitted to the state department of education.** No full-time instructional staff member shall be paid less than ~~\$31,750~~ the minimum dollar amount on the career ladder residency compensation rung pursuant to section 33-1004B, Idaho Code, for the applicable fiscal year. If an instructional staff member has been certified by the national board for professional teaching standards, the staff member shall ~~be designated as a master teacher and~~ receive two thousand dollars (\$2,000) per year for five (5) years from the year in which national board certification was earned. The ~~instructional salary district staff allotment~~ shall be increased by two thousand dollars (\$2,000) for each master teacher national board certified instructional staff person and pupil service staff member who earned national board certification; provided however, that no such awards shall be paid for the period July 1, 2010, through June 30, 2011, nor shall any liabilities accrue or payments be made pursuant to this section in the future to any individuals who would have otherwise qualified for a payment during this stated time period. The resulting amount is the district's salary-based apportionment for instructional staff and pupil service staff. For purposes of this section, teachers qualifying for the salary increase ~~as master teacher~~ shall be those who have been recognized as national board certified teachers as of July 1 of each year.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(2-) To determine the apportionment for pupil service staff, first determine the district average experience and education index by placing all eligible district certificated pupil service employees on the statewide index pursuant to section 33-1004A, Idaho Code. The resulting average is the district index. The district pupil service staff index shall be multiplied by the instructional base salary of twenty-three thousand three hundred fifty-four dollars (\$23,354). The amount so determined shall be multiplied by the district staff allowance for pupil service staff determined pursuant to section 33-1004(3), Idaho Code. The pupil service staff salary allocation shall be further increased by the amount necessary for each full-time equivalent pupil service staff member placed on the experience and education index to be allocated at least the minimum salary mandated by this section. Full-time pupil service staff salaries shall be determined from a salary schedule developed by each district and submitted to the state department of education. The resulting amount is the district's salary-based apportionment for pupil service staff. No full-time pupil service staff member shall be paid less than thirty-one thousand seven hundred fifty dollars (\$31,750).



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1184

Division of Teachers

SECTION 4. That Section 33-1004E, Idaho Code, as amended in Section 8 of House Bill No. 296, as enacted by the First Regular Session of the Sixty-third Idaho Legislature, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

The district **pupil service** staff index shall be multiplied by the **instructional (s/b pupil service)** base salary of ~~\$23,354~~24,055. (3% increase from FY 2015)

No full-time **pupil service** staff member shall be paid less than ~~\$31,750~~32,703. (3% increase from FY 2015)



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

(3) To determine the apportionment for district administrative staff, first determine the district average experience and education index by placing all eligible certificated administrative employees on the statewide index provided in section 33-1004A, Idaho Code. The resulting average is the district index. Districts with an index above the state average index shall receive their actual index but not more than the state average plus .03 for the school year 1994-95, and shall receive their actual index but not more than the state average index plus .06 for the 1995-96 school year, and thereafter shall receive their actual district index. The district administrative staff index shall be multiplied by the base salary of thirty-two thousand one hundred fifty-one dollars (\$32,151). The amount so determined shall be multiplied by the district staff allowance for administrative staff determined as provided in section 33-1004(34), Idaho Code. The resulting amount is the district's salary-based apportionment for administrative staff.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1183

Division of Administrators

SECTION 4. That Section 33-1004E, Idaho Code, as amended in Section 8 of House Bill No. 296, as enacted by the First Regular Session of the Sixty-third Idaho Legislature, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

The district **administrative** staff index shall be multiplied by the base salary of ~~\$32,151~~33,116. (3% increase from FY 2015)



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

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Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

3.(4) To determine the apportionment for classified staff, multiply nineteen thousand two hundred forty-nine dollars (\$19,249) by the district classified staff allowance determined as provided in section 33-1004(45), Idaho Code. The amount so determined is the district's apportionment for classified staff.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1185

Division of Operations

SECTION 4. That Section 33-1004E, Idaho Code, as amended in Section 8 of House Bill No. 296, as enacted by the First Regular Session of the Sixty-third Idaho Legislature, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

To determine the apportionment for **classified** staff, multiply ~~\$19,249~~19,826 by the district classified staff allowance determined as provided in section 33-1004(5), Idaho Code.
(3% increase from FY 2015)



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

HO 296

Career Ladder

SECTION 8. That Section 33-1004E, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004E. DISTRICT'S SALARY-BASED APPORTIONMENT.

4.(5) The district's salary-based apportionment shall be the sum of the apportionments calculated in subsections (1.), (2.), and (3.) and (4) of this section, plus the benefit apportionment as provided in section 33-1004F, Idaho Code.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

Salary and Benefit Apportionment

	FY 2016	FY 2015	% Chg
Staff Allowance Ratios			
Instructional	1.021	1.1	0.00%
Pupil Services	0.079		
Administrative	0.075	0.075	0.00%
Classified	0.375	0.375	0.00%
Base Salaries			
Instructional	NA	\$23,354	3.00%
Pupil Services	\$24,055		
Administrative	\$33,116	\$32,151	3.00%
Classified	\$19,826	\$19,249	3.00%
Instructional Minimum Salary	\$32,700	\$31,750	2.99%
Pupil Service Minimum Salary	\$32,703	\$31,750	3.00%
Instructional / Pupil Services Use-it-or-Lose-it Flexibility ^{1,2}	9.5%, 8.5%	9.5%	NA
Instructional Allowance used for Virtual Education	15%	15%	0.00%
State-paid Employee Benefits (PERSI, FICA)	18.97%	18.97%	0.00%

¹ Charter Schools are exempt from the Instructional Use-it-or-Lose-it statutory provision.

² School districts with an average class size of at least one greater than the statewide average class size will be reduced from 9.5% to 8.5%



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Career Ladder

SECTION 9. That Section 33-1004F, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004F. OBLIGATIONS TO RETIREMENT AND SOCIAL SECURITY BENEFITS. Based upon the actual salary-based apportionment, as determined in section 33-1004E, Idaho Code, [the master teacher premiums distributed pursuant to section 33-1004I, Idaho Code](#), and the leadership premiums distributed pursuant to section 33-1004J, Idaho Code, there shall be allocated that amount required to meet the employer's obligations to the public employee retirement system and to social security.

Effective July 1, 2019



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SECTION 10. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by an addition thereto of a NEW SECTION, to be known and designated as Section 33-1004I, Idaho Code, and to read as follows:

33-1004I. MASTER TEACHER PREMIUMS. (1) A portion of the moneys available to the education support program shall be distributed per full-time equivalent instructional staff position employed by each school district. Such moneys shall be paid to instructional staff employees who have earned a master teacher designation by meeting the minimum qualifications set forth in subsection (2) of this section and the additional qualifications developed or adopted by the employing school district pursuant to subsection (3) of this section, in an amount set forth in subsection (4) of this section.

Effective July 1, 2019



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Career Ladder

SECTION 10. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by an addition thereto of a [NEW SECTION](#), to be known and designated as Section 33-1004I, Idaho Code, and to read as follows:

33-1004I. MASTER TEACHER PREMIUMS.

(2) The minimum qualifications for an instructional staff employee to earn a master teacher designation shall be as follows:

- (a) The instructional staff employee must have eight (8) or more years of teaching experience provided that the three (3) years immediately preceding the award must be continuous;
- (b) The instructional staff employee must demonstrate mastery of instructional techniques for not less than three (3) of the previous five (5) years of instruction through:
 - (i) Artifacts demonstrating evidence of effective teaching; and
 - (ii) Successful completion of an annual individualized professional learning plan; and
- (c) A majority of the instructional staff employee's students meet measurable student achievement as defined in section 33-1001, Idaho Code, for not less than three (3) of the previous five (5) years.

Effective July 1, 2019



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SECTION 10. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by an addition thereto of a [NEW SECTION](#), to be known and designated as Section 33-1004I, Idaho Code, and to read as follows:

33-1004I. MASTER TEACHER PREMIUMS.

- (3) In addition to the minimum qualifications for a master teacher designation set forth in subsection (2) of this section:
- (a) Local school districts may develop and require additional qualifications showing demonstrated mastery of instructional techniques and professional practice through multiple measures, provided that such qualifications shall be developed by a committee consisting of teachers, administrators and other school district stakeholders and shall first be approved by the state board of education;
 - (b) Local school districts may develop plans that recognize groups of teachers based on measurable student achievement goals aligned with school district approved continuous improvement plans. Groups may be school-wide or may be smaller groups such as grade levels or by subject matter. Each teacher in a master teacher group shall receive a master teacher premium if goals are met according to the district plans. Plans shall be developed by a committee consisting of teachers, administrators and other school district stakeholders and shall first be approved by the state board of education. Any school district that does not follow their preapproved plan shall not receive future master teacher premium dollars; or
 - (c) If a local school district has not developed qualifications pursuant to paragraph (a) or (b) of this subsection, then the school district shall adopt and require additional qualifications showing demonstrated mastery of instructional techniques and professional practice through multiple measures as developed by a committee facilitated by the state board of education consisting of teachers, administrators and other stakeholders, which measures shall be approved by the state board of education.

Effective July 1, 2019



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SECTION 10. That Chapter 10, Title 33, Idaho Code, be, and the same is hereby amended by an addition thereto of a [NEW SECTION](#), to be known and designated as Section 33-1004I, Idaho Code, and to read as follows:

33-1004I. MASTER TEACHER PREMIUMS.

(4) The amount of the master teacher premium paid to a qualified instructional staff employee shall be four thousand dollars (\$4,000) each year for three (3) years starting with the initial award of the master teacher premium. After the third year of receiving the master teacher premium, the instructional staff employee must continue to demonstrate that he or she meets the master teacher premium qualifications in each subsequent year. If the qualifications are not met, then the premium will be discontinued until such time as the qualifications are met.

(5) Local school district boards of trustees may provide master teacher premiums to instructional staff employees consistent with the provisions of this section.

(6) For the purposes of this section, the term "school district" also means "public charter school" and the term "board of trustees" also means "board of directors."

(7) The state board of education may promulgate rules implementing the provisions of this section.

Effective July 1, 2019



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SECTION 11. That Section 33-1004J, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004J. LEADERSHIP PREMIUMS. (1) Of the moneys available to the educational support program, eight hundred fifty dollars (\$850) shall be distributed per full-time equivalent instructional and pupil service staff position employed by each school district. Such moneys shall be paid to instructional and pupil service staff employees for leadership activities as provided in paragraphs (a) through (~~hg~~) of this subsection. Such premiums shall be valid only for the fiscal year for which the premiums are made and shall be made for one (1) or more of the following reasons as identified as leadership priorities by a committee consisting of teachers, administrators and other school district stakeholders and shall be approved by the board of trustees:



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SECTION 11. That Section 33-1004J, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004J. LEADERSHIP PREMIUMS.

- (a) ~~Providing instruction in a subject in which the employee holds a content area master's degree;~~
- ~~(b)~~ Teaching a course in which students earn both high school and college credit;
- ~~(e)~~ Teaching a course to middle school students in which the students earn both middle school and high school credit;
- ~~(d)~~ Holding and providing service in multiple non-administrative certificate or subject endorsement areas;
- ~~(e)~~ Serving in an instructional [or pupil service](#) position designated as hard to fill by the board of trustees;
- ~~(f)~~ Providing mentoring, peer assistance or professional development pursuant to section 33-512(17), Idaho Code;
- ~~(g)~~ Having received professional development in career and academic counseling, and then providing career or academic counseling for students, with such services incorporated within or provided in addition to the teacher's regular classroom instructional [or pupil service](#) duties;
- ~~(h)~~ Other leadership duties designated by the board of trustees, exclusive of duties related to student activities or athletics. Such duties shall require that the employee work additional time as a condition of the receipt of a leadership premium.



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SECTION 11. That Section 33-1004J, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004J. LEADERSHIP PREMIUMS.

(2) Local school district boards of trustees may provide leadership premiums to instructional [or pupil service](#) staff employees consistent with the provisions of this section. The decision as to whom and how many receive leadership premiums, and in what amounts, shall not be subject to collective bargaining, any other provision of law notwithstanding. A board may provide multiple leadership premiums to an instructional [or pupil service](#) staff employee. However, no such employee shall receive cumulative leadership premiums in excess of twenty-five percent (25%) of the base salary amount designated in section 33-1004E, Idaho Code, nor less than eight hundred fifty dollars (\$850).



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SECTION 11. That Section 33-1004J, Idaho Code, be, and the same is hereby amended to read as follows:

33-1004J. LEADERSHIP PREMIUMS.

(3) The state department of education may require reports of information as needed to implement the provisions of this section. Also, the department shall report, on or before January 15, 2016, and on or before January 15 of each subsequent year, to the governor, the senate education committee and the house of representatives education committee relevant information regarding leadership premiums, including the following:

- (a) The number of leadership premiums issued, by district;
- (b) The average dollar amount of leadership premiums issued, by district;
- (c) The highest and lowest leadership premium issued, by district; and
- (d) The percent of instructional [and pupil service](#) staff positions receiving leadership premiums and the cumulative amount of such premiums, by district; [and](#)
- (e) [The reasons identified as leadership priorities approved by the board of trustees as listed in subsection \(1\) of this section.](#)



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SECTION 12. That Chapter 12, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a [NEW SECTION](#), to be known and designated as Section 33-1201A, Idaho Code, and to read as follows:

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY. (1) Any instructional staff employee who is issued a certificate under section 33-1201, Idaho Code, on or after July 1, 2015, will receive mentoring as outlined in such employee's individualized professional learning plan during the initial three (3) years of holding such certificate. Upon holding a certificate for three (3) years, any such instructional staff employee may apply for an Idaho professional endorsement. To be eligible for an Idaho professional endorsement, the instructional staff employee must:

- (a) Have held a certificate for at least three (3) years, or have completed a state board of education approved interim certificate of three (3) years or longer;
- (b) Show they met the professional compensation rung performance criteria for two (2) of the three (3) previous years or the third year;
- (c) Have a written recommendation from the employing school district; and
- (d) Have an annual individualized professional learning plan developed in conjunction with the employee's school district supervisor.

Instructional staff employees may provide additional evidence demonstrating effective teaching that may be considered in exceptional cases for purposes of determining proficiency and student achievement in the event required standards for professional endorsement are not met.



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SECTION 12. That Chapter 12, Title 33, Idaho Code, be, and the same is hereby amended by the addition thereto of a [NEW SECTION](#), to be known and designated as Section 33-1201A, Idaho Code, and to read as follows:

33-1201A. IDAHO PROFESSIONAL ENDORSEMENT -- ELIGIBILITY.

(2) An instructional staff employee who has held a certificate for three (3) or more years prior to the effective date of this act shall automatically obtain an Idaho professional endorsement under this section.

(3) The state board of education shall promulgate rules implementing the provisions of this section.

(4) For the purposes of this section, "instructional staff" means those involved in the direct instruction of a student or group of students and who hold a certificate issued under section 33-1201, Idaho Code.



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SECTION 13. That Section 33-1204, Idaho Code, be, and the same is hereby amended to read as follows:

33-1204. VALIDITY, DURATION, RENEWAL AND LAPSE OF CERTIFICATES.

SECTION 14. That Section 33-515, Idaho Code, be, and the same is hereby amended to read as follows:

33-515. ISSUANCE OF RENEWABLE CONTRACTS.



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SECTION 15. The provisions of Sections 2, 9 and 10 of this act shall be in full force and effect on and after July 1, 2019. The provisions of Section 5 of this act shall be null, void and of no force and effect on and after June 30, 2020. The provisions of Section 6 of this act shall be in full force and effect on and after July 1, 2020.



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SB 1183

Division of Administrators

SECTION 5. LEGISLATIVE INTENT. It is the intent of the Legislature that notwithstanding Section 33-320, Idaho Code, the distribution to each school district and charter school for **strategic planning and training** shall be **up to \$4,000** for the period July 1, 2015, to June 30, 2016.



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SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1184

Division of Teachers

SECTION 5. LEGISLATIVE INTENT. It is the intent of the Legislature that of the moneys appropriated in Section 3 of this act, \$10,625,000 shall be distributed for professional development, including, but not limited to, ongoing, job-embedded training, the ability for teachers to identify gifted and talented students, and to gain gifted education certification in Idaho to enable school districts to meet the requirements of Section 33-2003, Idaho Code. Funding shall be distributed by a formula prescribed by the Superintendent of Public Instruction.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1185

Division of Operations

SECTION 5. Pursuant to the provisions of Section 33-1018, Idaho Code, for the period July 1, 2015, through June 30, 2016, it is estimated that the appropriation of state funds to the Public Schools Educational Support Program/Division of Operations will result in total discretionary funds of **\$23,868** per support unit.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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Support Unit Value

	Salary Apportionment	Benefit Apportionment	Distribution Factor	Distribution Factor (% change)	Support Unit Value	Support Unit Value (% change)
est. 2015-2016	\$56,182.11 ¹	\$10,664.51	\$23,868.00	6.55%	\$90,715.62	4.20%
est. 2014-2015	\$54,341.38 ¹	\$10,315.39	\$22,401.15	12.01%	\$87,058.92	3.40%
2013-2014	\$54,099.18 ²	\$10,097.95	\$20,000.00	1.49%	\$84,199.13	1.29%
2012-2013	\$53,811.37 ³	\$9,605.66	\$19,706.00	0.41%	\$83,126.03	3.87%
2011-2012	\$51,285.61	\$9,117.07	\$19,626.00	-9.95%	\$80,028.68	-3.84%
2010-2011	\$52,165.87	\$9,267.12	\$21,795.00	-14.39%	\$83,227.99	-8.52%
2009-2010	\$55,627.37	\$9,892.89	\$25,459.00	-0.92%	\$90,979.26	-2.82%
2008-2009	\$57,623.40	\$10,299.60	\$25,696.00	1.00%	\$93,619.00	2.07%
2007-2008	\$56,222.15	\$10,053.16	\$25,442.00	0.02%	\$91,717.31	2.09%
2006-2007	\$54,637.94	\$9,764.49	\$25,436.00		\$89,838.43	

¹ Includes Leadership Premiums

² Includes Differential Pay

³ Includes Pay for Performance



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

Funding Restorations

Lottery (Facilities Maintenance)

- 3rd year of 3-year restoration (\$17,250,000, increase of \$4,680,000)

School Facilities Maintenance Match

- 3rd year of 3-year restoration (\$5,485,000, increase of \$3,769,000)

Safe and Drug-Free

- 2nd year of 2-year restoration (\$4,031,400, increase of \$1,865,700)

Discretionary / Operational Funding

- (\$22,401 to \$23,868 per support unit, increase of \$21,590,600)



SB 1185

Division of Operations

SECTION 7. Of the moneys appropriated in Section 3 of this act, **\$13,000,000 shall be distributed for classroom technology** that assists teachers and students in effective and efficient instruction or learning. Funding shall be distributed based on a formula prescribed by the Superintendent of Public Instruction.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

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SB 1185

Division of Operations

SECTION 8. The Superintendent of Public Instruction shall distribute an amount **not to exceed \$2,611,000** to school districts and charter schools based on the support units used to calculate salary-based apportionment. **Moneys so distributed shall be used to implement and operate an instructional management system of their choice that meets the individual learning needs and progress of all students.** An instructional management system must include individual student learning plans, monitoring of interventions, and analysis of student and classroom levels of learning. **Funds shall not be distributed to districts or charter schools whose primary instructional management system is hosted by the State Department of Education.**



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1186

Division of Children's Programs

SECTION 5. Notwithstanding the provisions of any law to the contrary, of the moneys appropriated in Section 3 of this act, **up to \$4,031,400** from funds determined by available tobacco, cigarette and lottery income tax revenues accruing, appropriated or distributed to the Public School Income Fund pursuant to Sections 63-2506, 63-2552A, 63-3035A and 63-3067, Idaho Code, for the period July 1, 2015, through June 30, 2016, **shall be distributed to school districts and charter schools through a combination of a base amount of \$2,000 plus a prorated amount based on the prior year's average daily attendance**. Such funds shall be used to develop and implement school safety improvements and/or to facilitate and provide substance abuse prevention programs in the public school system.



SUPPORTING SCHOOLS AND STUDENTS TO ACHIEVE

SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1186

Division of Children's Programs

SECTION 10. TRANSFER TO THE PUBLIC EDUCATION STABILIZATION FUND. There is hereby appropriated and upon passage and approval of this act, the State Controller **shall transfer \$21,500,000** from the Consumer Protection Fund in the Office of the Attorney General to the **Public Education Stabilization Fund**.

SECTION 11. An emergency existing therefor, which emergency is hereby declared to exist, Section 10 of this act **shall be in full force and effect on and after its passage and approval**.



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SHERRI YBARRA, SUPERINTENDENT OF PUBLIC INSTRUCTION

SB 1189

Division of Central Services

Review of Career Ladder Teacher Evaluations	\$300,000
Idaho Safe and Drug-Free Schools	\$390,000
Mastery Based System Development	\$400,000
Online Class Portal	\$150,000
Wireless Infrastructure (Wi-Fi)	\$2,063,200
Instructional Management System (IMS) Maintenance	\$985,000
Student Achievement Assessments	\$1,703,500
Math Initiative, Reading Initiative, Remediation	\$4,060,000
Limited English Proficient (LEP)	\$180,000
Administrative Evaluation	\$300,000
Professional Development (Idaho Core, District Funding, and PD 360)	\$2,700,000
Content and Curriculum	\$2,554,000
Total	\$15,785,700

